Faculty members are entitled to sick leave with pay. A faculty member employed full time earns eight hours of sick leave for each month of employment, beginning on the first day of employment and ending on the last day of duty. Accumulation of sick leave is unlimited. Unused sick leave is carried forward on the first day of the next fiscal year.

A faculty member may take sick leave when sickness, injury, or pregnancy and confinement prevents the faculty member from performing his or her job or when he or she is needed to care for and assist an immediate family member who is sick. A faculty member who is the legal guardian of a child by court appointment may use sick leave to care for the child. See System Regulation 31.03.02 for more information on use of available sick leave, notification requirements and documentation, and approval of sick leave.

Any family and medical leave or parental leave a faculty member takes runs concurrently with any paid sick leave used. If a faculty member is unable to return to work after exhausting sick leave he or she may apply for hours from the sick leave pool or for leave without pay.